



INDIANA
WORKFORCE
DEVELOPMENT
AND ITS **WorkOne** CENTERS

TO: Indiana's Workforce Investment System

FROM: Teresa L. Voors *AN*
Commissioner, Indiana Department of Workforce Development

THROUGH: Dustin Stohler *DDS*
Deputy Commissioner, Legal Affairs and Administration

DATE: September 26, 2008

SUBJECT: DWD Policy 2008-07
Limited Personal Use of State Resources

Purpose

To establish guidelines for limited personal use of state resources by employees of the Indiana workforce investment system

Rescission

DWD Policy 2003-11, issued October 10, 2003

Contents

The Indiana Department of Workforce Development recognizes that workforce investment system employees occasionally need to use state resources for emergencies and other infrequent personal activities that cannot reasonably be handled away from work. These activities might include communicating with schools, child-care providers, physicians, and others. Limited, personal use of state resources should not be considered a violation of the State Ethics Rules pertaining to the use of state property.

Parameters of Permissible Use

The parameters of permissible use under this policy are as follows:

- 1) The use must not interfere with the performance of public duties and work responsibilities;
- 2) The use must be infrequent, of short duration and, unless not reasonably practical, made on the employee's personal time;
- 3) The use must not be for the purpose of conducting business related to an outside commercial activity;
- 4) The use must not be for illegal activity; and
- 5) The use must be limited to state property currently in use for operational purposes. An employee may not make private use of any state property that has been removed from state facilities or other official duty stations, even if there is no cost to the state.

Compliance

Directors, supervisors, and managers are responsible for monitoring the appropriate use of state property within their areas of supervision and for referring matters for investigation and/or discipline.

As a result of program integration, there may be instances where state resources are utilized by individuals, employed in the Indiana workforce investment system, who are not state merit or non-merit employees. Therefore, all Indiana workforce investment system employees, funded in whole or in part, by the Department or any of its grants/contracts shall comply with the terms of this policy.

Applicability

The intent of this policy is not to replace or reduce other restrictions imposed by statute, regulation, or other Indiana Department of Workforce Development policy, bulletin, or memorandum.

Review Date

September 30, 2010

Ownership

Legal Affairs

Indiana Department of Workforce Development

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Indianapolis, Indiana

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Effective Date

Immediately

Action

All Indiana workforce investment system employees shall follow the parameters explained here in their limited use of state resources.